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ನವ ಮಂಗಳೂರು ಬಂದರು ಪ್ರಾಧಿಕಾರ
नव मंगलूर पत्तन प्राधिकरण
NEW MANGALORE PORT AUTHORITY
(Fully Solar Powered)
भारत सरकार (पत्तन, पोत परिवहन और जलमार्ग मंत्रालय)
Govt. of India (Ministry of Ports, Shipping and Waterways)
ಪಣಂಬೂರು पणम्बूर Panambur / ಮಂಗಳೂರು मंगलूर Mangalore - 575010

50 Years of DEDICATED SERVICE TO THE NATION

No:3/11/2015-25/ERS-2(7) **Date: 17.06.2025**

New Mangalore Port Authority (NMPA) is a Major Port under the administrative control of the Ministry of Ports, Shipping and Waterways, Government of India. Established in 1974, NMPA is the sole Major Port in Karnataka and serves as the maritime gateway for the state.

New Mangalore Port Authority invites Applications from eligible and competent persons for engagement as Professional Functionaries purely on contract basis in the following fields as per details given under

Domain / **Position**	**Information, Communication & Technology**	**Corporate Legal**	**Environment and Safety**	**Business Development & Trade Promotion**
Chief Manager	1 No.	1 No.	Nil	1 No.
Senior Manager	1 No.	1 No.	Nil	1 No.
Manager	2 No.	1 No.	2 No.	2 No.
Details of the Position	Please see Annexure A	Please see Annexure B	Please see Annexure C	Please see Annexure D

- Terms and conditions of Contractual Engagement: As per Annexure I
- TA/DA Entitlement for Professional Functionaries: As per Annexure II

The roles and responsibilities, criteria, monthly remuneration etc., are well mentioned in Annexures A, B, C, D, respectively

I. Selection Procedure

The shortlisted eligible candidates will be called for interview in the ratio of 1: 3 for each position. The shortlisting of candidates will be based on their qualification and relevant experience for the respective position.

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II. General Instruction/Condition

1. Only Indian Nationals are eligible to apply. While applying for the post, the applicant should ensure that he/she fulfils the eligibility criteria and other norms mentioned in the respective Annexures. In case it is detected at any stage of recruitment, that a candidate does not fulfill the eligibility norms and/ or that he/she has furnished any incorrect/ false information or has suppressed any material fact(s), his/ her candidature will stand automatically cancelled. If any of the above shortcomings is/ are detected even after engagement, his/her services are liable to be terminated without any notice

2. The mere fact that a candidate has submitted the application against the advertisement would not bestow upon him/her the right to be called for the interview for selection

3. **The crucial date for determining the eligibility criteria for qualification, experience and age shall be the last date for the receipt of application mentioned at Sl. No III'.**

4. The number of vacancies indicated in the advertisement may increase/ decrease/ be cancelled at the discretion of NMPA, if needed without any further notice and without assigning any reasons thereof. NMPA may accept or reject any/all applications without giving any reasons thereof whatsoever.

5. The management reserves the right to shortlist and restrict the number of candidates for personal interview on the basis of qualification and relevant experience by adopting appropriate selection criteria. Decision of NMPA in all matters related to recruitment, including shortlisting of candidates for interview, will be final and binding to all candidates. No correspondence or personal enquiries shall be entertained in this regard.

6. Instances of providing incorrect information and/or process violation by a candidate detected at any stage of the selection process, will lead to disqualification of the candidate from the selection process and he/she will not be allowed to appear in NMPA recruitment processes in the future. If such instances go undetected during the current selection process but are detected subsequently, such disqualification will take place with retrospective effect

7. The candidate should give his/her active mobile number and active Email-ID in the application for communication, if any, required in the future

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8. At any stage, if falsification of any of the certificate(s) is/are noticed, the candidature will stand cancelled automatically

9. **The candidates will have to appear for the selection procedures including verification of the documents, interview etc at their own cost**

10. NMPA, at its discretion, reserve the right to cancel the above recruitment process at any stage of the process, without assigning any reason thereof

11. Decisions of NMPA, in all matters regarding eligibility, interview, selection thereof would be final and binding to all applicants. No representation or correspondence will be entertained by NMPA in this regard

12. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in Mangaluru. Courts/ Tribunals/ Forum at Mangaluru only shall have sole and exclusive jurisdiction to try any cause/dispute

13. Canvassing in any form will disqualify the candidature

14. Email ID/ Phone Number / Present Address given in the application should be valid and functional for at least 6 months from the date of submission of the application

15. No retired officers/deputationists will be engaged for these assignments

III. How to Apply

1. The applicant shall duly fill the application form in the link provided at the NMPA website, which is also provided below:
   Link:
   https://docs.google.com/forms/d/e/1FAIpQLSdNcm7pGYRQrYnRwShqM-xwTozRnf2D9B7avtkFWstbEqYILg/viewform?usp=header

   The copy of the application response sheet received on email upon submission, shall be sent to NMPA along with passport size photograph, self-attested copies of all educational, experience, age certificates as well as other required/relevant documents via Speed Post/ Registered Post/ Email /E-mail, so as to reach NMPA at the below address **on or before 08.07.2025**. In case of Speed Post/ Registered post, the documents shall

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be submitted in an envelope, superscribing the name of the post applied for and sent to the following address:

The Secretary
New Mangalore Port Authority
Panambur, Mangaluru – 575010
D.K District, Karnataka.
E-Mail – secretary@nmpt.gov.in

2. NMPA shall not be responsible for any postal delay/ loss in transit in submission of documents within specified time. No request in this regard will be entertained. Incomplete applications or applications received late, shall be summarily rejected.
3. In case a candidate wishes to apply for multiple positions, separate applications should be submitted for each position

Secretary
New Mangalore Port Authority

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Annexure A

Domain: Information, Communication and Technology

Sl. No. 1	Designation	Chief Manager
a)	Number of Vacancies	01
b)	Educational Qualification	**Essential:** First Class Graduate in B.E./B.Tech in Computer Science & Engineering / Information Technology / specialization in relevant field of IT from a recognized university/institution. **Desirable:** Post Graduate degree in Computer Science & Engineering/ Information Technology from a recognized university/ institution
c)	Experience	**Essential:** 12 years' experience in Executive cadre in Programming/ Electronic Data Processing/ Network/system design & Analysis / relevant fields of Information Technology in any industrial/ commercial organization. **Desirable:** Experience in Ports and Shipping Sector.
d)	Upper Age Limit	55 years
e)	Remuneration	INR 2,00,000 per month
f)	Roles and Responsibilities	• Provide strategic vision, IT inputs in the analysis, planning and implementation for automation and port activities. It includes technology preference, implementation modes, process integration and systematic maintenance • Lead a support team with varied IT expertise that manages the IT infrastructure and installations of the port. IT assets under management Include Port Operating System, Terminal Operating System, access control along with smart gate, ERP, MIS, including dashboard etc. • Responsible for managing a team establishing goals and objectives, managing performance and deliverables, developing and mentoring staff • Recommend and plan information and communication technology operating solutions and process reengineering efforts, to support and meet corporate objectives based on research and evaluation and industry standards

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Sl. No. 2	Designation	Senior Manager
a)	Number of Vacancies	01
b)	Educational Qualification	**Essential:** First Class Graduate in B.E./B.Tech in Computer Science & Engineering /Information Technology / specialization in relevant field of IT from a recognized university/institution. **Desirable:** Post Graduate degree in Computer Science & Engineering/ Information Technology from a recognized university/ institution
c)	Experience	**Essential:** 9 years' experience in Executive cadre in Programming/ Electronic Data Processing/ Network/system design & Analysis / relevant fields of Information Technology in any industrial/ Commercial organization **Desirable:** Experience in Ports and Shipping Sector
d)	Upper Age Limit	45 years
e)	Remuneration	INR 1,60,000 per month
f)	Roles and Responsibilities	• Responsible, but not limited to defining the need, identifying the vendors, sourcing etc and facilitate implementation primary support, maintenance, training of users, testing the release management • Actively participate in industry and other professional networks to ensure awareness of industry standards, trends and best practises in order to strengthen organisational and technical knowledge • Controlling and evaluating IT electronic data operations

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Sl. No. 3	Designation	Manager
a)	Number of Vacancies	02
b)	Educational Qualification	**Essential:** First Class Graduate in B.E./B.Tech in Computer Science & Engineering / Information Technology / specialization in relevant field of IT from a recognized university/institution. **Desirable:** 1. Post Graduate degree in Computer Science &Engineering/ Information Technology from a recognized university/ institution 2. Post Graduate Degree/ Diploma in HR Management
c)	Experience	**Essential:** 5 years' experience in Executive cadre in Programming/ Electronic Data Processing/ Network/system design & Analysis / relevant fields of Information Technology in any industrial/ Commercial organization **Desirable:** 1. Experience in Ports and Shipping Sector 2. Experience in implementation of ERP in HR in reputed organization
d)	Upper Age Limit	40 years
e)	Remuneration	INR 1,20,000 per month
f)	Roles and Responsibilities	• Maintain essential IT infrastructure including operating systems, security tools, applications, servers email systems, laptops, desktops, software and hardware • Maintain an understanding of Port Operating System and Terminal Operating System, processes and re-engineering efforts and provide recommendation for internal efforts that meet corporate objectives • Responsible for determining how changing business needs will affect the application ecosystem • Ensure management of version control, patch planning, new feature review, interaction with vendors, project managers and key account managers etc

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Annexure B

Domain: Corporate Legal

Sl. No. 1	Designation	Chief Manager
a)	Number of Vacancies	01
b)	Educational Qualification	**Essential:** Degree in Law from a recognized National / International University. **Desirable:** 1. Master's degree in Corporate / Maritime Law from a recognized National/ International University 2. Post Graduate Degree/Diploma in HR Management
c)	Experience	**Essential:** 15 years' work experience in Legal wing of Corporates. Proven track record in contract negotiation and drafting **Desirable:** 1. Experience in Ports and Shipping Sector 2. Practising Experience as an Advocate 3. Experience in handling service-related matters / cases and industrial disputes
d)	Upper Age Limit	55 years
e)	Remuneration	INR 2,00,000 per month
f)	Roles and Responsibilities	• Responsible for court cases and advise the management by handing right perspective to take appropriate decision in pursuing the cases • Responsible for managing a team, establishing goals and objectives, managing performance and deliverables, development and mentoring staff • Advise and act on legal risk, policy development, litigation management, regulatory competence, contract negotiation, etc • Coordinate with relevant departments and Ministries for the formulation and implementation of service policies

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Sl. No. 2	Designation	Senior Manager
a)	Number of Vacancies	01
b)	Educational Qualification	**Essential:** Degree in Law from a recognized National / International University. **Desirable:** 1. Master's degree in Corporate / Maritime Law from a recognized National/ International University 2. Post Graduate Degree/ Diploma in HR Management
c)	Experience	**Essential:** 10 years' work experience in Legal wing of Corporates. Proven track record in contract negotiation and drafting **Desirable:** 1. Experience in Ports and Shipping Sector 2. Practising Experience as an Advocate 3. Experience in handling service-related matters / cases and industrial disputes
d)	Upper Age Limit	45 years
e)	Remuneration	INR 1,60,000 per month
f)	Roles and Responsibilities	• Provide strategic vision and plan in the implementation of various initiatives of the port for the better image building • Responsible for managing a team, establishing goals and objectives, managing performance and deliverables, development and mentoring staff • Advise and act on review and provide legal advice on tender documents • Liaise with relevant departments to ensure that wherever legal risk have been identified, appropriate courses of action have been taken • Provide legal protection and risk management advice to the management especially on contract management • Take care of policy development, litigation management, regulatory compliance, contract negotiation etc • Coordinate with relevant departments and Ministries for the formulation and implementation of service policies

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Sl. No. 3	Designation	Manager
a)	Number of Vacancies	01
b)	Educational Qualification	**Essential:** Degree in Law from a recognized National / International University. **Desirable:** 1. Master's degree in Corporate / Maritime Law from a recognized National/ International University 2. Post Graduate Degree/ Diploma in HR management
c)	Experience	**Essential:** 5 years' work experience in Legal wing of Corporates. **Desirable:** 1. Experience in Ports and Shipping Sector 2. Practising Experience as an Advocate 3. Experience in handling service-related matters / cases and industrial disputes
d)	Upper Age Limit	40 years
e)	Remuneration	INR 1,20,000 per month
f)	Roles and Responsibilities	• Liaise with relevant departments to ensure that wherever legal risk have been identified, appropriate courses of action have been taken • Continuously monitor compliance with statutory obligations and advise management accordingly • Review progress of outstanding litigation and liaise with external lawyers etc • Coordinate with relevant departments and Ministries for the formulation and implementation of service policies

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Annexure C

Domain: Environment and Safety

Sl. No. 1	Designation	Manager
a)	Number of Vacancies	02
b)	Educational Qualification	**Essential:** A Post Graduate Degree in Environmental Science/ Environmental Engineering or Environmental Law from a recognized National/International University. **Desirable:** A Post Graduate Diploma in Safety Engineering/Industrial Health
c)	Experience	**Essential:** 5 years' work experience in Environment Assessment/ Regulations **Desirable:** 1. Experience in Ports and Shipping Sector/ Infrastructure/ Heavy Engineering 2. Broad knowledge in training and direct experience in interpreting and navigating environmental regulations and issues encompassing local, state and federal regulatory requirements and permit processes
d)	Upper Age Limit	40 years
e)	Remuneration	INR 1,20,000 per month
f)	Roles and Responsibilities	• Develop implement and manage long term port environmental programmes such as Green Marine programme, sustainability plan, air strategies, tenant environment plan and tenant lease management • Represent the port in local, state and federal agency meetings • Assist in the development and updating of the ports comprehensive scheme of Harbour improvements and strategic plan • Monitor and conduct regular mock drills to train the employees at different levels for safety

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Annexure D

Domain: Business Development & Trade Promotion

Sl. No. 1	Designation	Chief Manager
a)	Number of Vacancies	01
b)	Educational Qualification	**Essential:** Any recognized degree with Post Graduate Degree / MBA/ equivalent qualification from a recognized National/ International University **Desirable:** Professional qualifications from Institute of Chartered Ship Brokers or Institute of Chartered Logistics and Transport (member, fellow or associate of the Institute obtained after passing prescribed examinations. Not honorary membership)
c)	Experience	**Essential:** 10 years' work experience in the area of Business Development and Trade Promotion in a service sector/ public sector/ private sector entity **Desirable:** Experience in Ports and Shipping Sector
d)	Upper Age Limit	55 years
e)	Remuneration	INR 2,00,000 per month
f)	Roles and Responsibilities	• Provide strategic vision and plan in the implementation of various business development and trade promotion initiatives of the port • Responsible for managing a team, establishing goals and objectives, managing performance and deliverables, developing and mentoring staff • Responsible for promotion and optimal utilisation of port properties, facilities and services with existing and potential customers and maximising the economic benefit to the community and region resulting from activities of the port • Focus on strategic tie-ups, long term relationships with customers, Port Authorities of similar such entities to foster growth and efficient port operations.

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Sl. No. 2	Designation	Senior Manager
a)	Number of Vacancies	01
b)	Educational Qualification	**Essential:** Any recognized degree with Post Graduate Degree / MBA/ equivalent qualification from a recognized National/ International University **Desirable:** Professional qualifications from Institute of Chartered Ship Brokers or Institute of Chartered Logistics and Transport (member, fellow or associate of the Institute obtained after passing prescribed examinations. Not honorary membership)
c)	Experience	**Essential:** 7 years' work experience in the area of Business Development and Trade Promotion in a service sector/ public sector/ private sector entity **Desirable:** Experience in Ports and Shipping Sector
d)	Upper Age Limit	45 years
e)	Remuneration	INR 1,60,000 per month
f)	Roles and Responsibilities	• Focus on strategic tie-ups, long term relationships with customers, Port Authorities of similar such entities to foster growth and efficient port operations • Plan, organise and implement direct sales activities with shippers to maximise business development opportunities and attract new cargo and passengers to port • Identify, prioritise and participate in key industry trade events, conferences and seminars to support and attract businesses and investment to the port.

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Sl.No. 3	Designation	Manager
a)	Number of Vacancies	02
b)	Educational Qualification	**Essential:** Any recognized Degree with Post Graduate Degree / MBA/ equivalent qualification from a recognized National/ International University **Desirable:** Professional qualifications from Institute of Chartered Ship Brokers or Institute of Chartered Logistics and Transport (member, fellow or associate of the Institute obtained after passing prescribed examinations. Not honorary membership)
c)	Experience	**Essential:**5 years' work experience in the area of Business Development and Trade Promotion in a service sector/ public sector/ private sector entity **Desirable:** 1. Experience in Ports and Shipping Sector 2. Experience in handling PPP matters in Govt Organizations/ Ports 3. Experience in handling CSR matters in reputed organizations to look after the PPP related matters / CSR matters
d)	Upper Age Limit	40 years
e)	Remuneration	INR 1,20,000 per month
f)	Roles and Responsibilities	• Develop and maintain effective promotional programs that fosters positive working relationships with current customers and attracts new business to the port • Research, plan and execute marketing strategies in support of the achievement of the port's corporate objectives

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Annexure I

Terms and Conditions of Contract Engagement

1. **Duration** - The tenure of contract is for a period of 3 (three) years from the date of joining which may be extended by another 2 (two) years based on performance of the candidate/ necessity of engagement
2. **Emoluments** – The following consolidated monthly amount will be applicable to the appointee:

Chief Manager	INR 2,00,000 per month
Senior Manager	INR 1,60,000 per month
Manager	INR 1,20,000 per month

(The above amount will be subject to a maximum of 5% annual increment. He/she will not receive any other allowance and/or DA)

3. **Leave Entitlement:** He/ she will be allowed to avail weekly day off, closed holidays, national holidays and casual leave as applicable to regular officers with prior permission of reporting HOD. Failure to report for duty will entail reduction of wages on pro-rata basis
4. **Working Hours:** Working days/ hours would be on par with regular employee/ officer. This includes overstay beyond normal working hours in case of exigencies
5. He/ she should not leave the headquarters without prior permission
6. **Termination:** NMPA reserves the right to terminate the contract at any time on the ground of misconduct or otherwise without any notice
7. **Resignation:** He /she has to give 3 (three) months' advance notice prior to leaving the contract engagement. If he/she leaves without notice or without acceptance of notice of termination, the amount due, i.e; consolidated pay payable will be forfeited
8. The engagement is purely on contract basis and will not confirm any right to claim regular appointment
9. He/she cannot claim any right/title/interest at par with the regular employees of the port on similar or any other post during similar work or otherwise
10. **Medical Facilities:** He/ she will be entitled for medical treatment in the NMPA hospital to the extent the facilities that are available in-house, for self only. No medical claims for treatment in any other hospital/ facility will be entertained
11. **Residential Quarters:** He/she may be provided with residential quarters on Port as per availability, upon mutual agreement and on payment of user charges as applicable to regular employees/ offices
12. **Police Verification:** The contractual appointment will be subject to verification of antecedents by the Police. If any adverse report is received from Police, his/ her services are liable to be terminated
13. **Other Assignments:** He/ she will not be permitted to take any other assignment during the period of contract with the NMPA

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14. **TA/ DA Entitlement:** On official tour outside the headquarters the entitlement to TA/ DA will be as per Annexure II
15. **Medical Fitness:** The contractual appointment will be subject to the candidate being found medically fit as per the requirements of NMPA.
16. He/she will maintain absolute integrity and devotion to duty and will be liable for penal action for misconduct or causing loss to NMPA property attributable to him/ her during the period of contractual engagement
17. **Confidentiality:** He/ she will be governed by the Official Secrets Act, 1923, as amended from time to time and will not disclose any information/ data available during the engagement to any unauthorized person(s)
18. The roles and responsibilities mentioned in the Annexures are only indicative in nature. NMPA reserves the right to modify the same as per organizational requirement.
19. No travelling/ boarding/ lodging expenses are admissible to the candidates for participating in the selection process or for joining at the place of posting (in case of selection)

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Annexure II

TA Entitlement for Professional Functionaries while on Official Tour

By Air/ Rail	Economy Class by Air or AC- II by Train (Mileage Points earned by air travel should not be used for private purpose)	
By Road	Places connected by Rail	Fare Limited to train fare by entitled class
	Not connected by Rail	Taxi/ Own Car/Any Bus including AC Bus

Rates for Road Mileage

The road mileage may be calculated at the following rates:

For journey by own car/ taxi	INR 24.00 per km
For journey performed by Auto Rickshaw/ Scooter	INR 12.00 per km

Daily Allowance

Designation	**Daily Allowance**
Chief Manager	Reimbursement for Hotel Accommodation/ Guest House up to Rs 4500 + GST per day, reimbursement of AC taxi fare upto 50 kms per diem for travel within the city and reimbursement of food bills not exceeding Rs.1000 + GST per day
Senior Manager & Manager	Reimbursement for Hotel Accommodation/ Guest House up to Rs 2250 + GST per day, reimbursement of non-AC taxi fare up to Rs 338 per diem for travel within the city and reimbursement of food bills not exceeding Rs.900 + GST per day

Reimbursement of Food Charges

There will be no separate reimbursement of food bills. Instead, the lumpsum amount payable as above, and depending on the length of absence from headquarters will be regulated as per the table given below. Since the concept of reimbursement has been done away with, no vouchers will be required

Length of absence	**Amount Payable**
If absence from HQ is <6 Hours	30% of lumpsum amount
If absence from HQ is between 6 hours and 12 Hours	70% of lumpsum amount
If absence from HQ is >12 Hours	100% of lumpsum amount

Absence from HQ will be reckoned from midnight-to-mid night and will be calculated on a per day basis

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